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HRCI- SPHR PRACTICE EXAM 2024\2025 |GUARANTEED PASS!!

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

A. Charismatic leadership

B. Transactional leadership

C. Laissez-faire leadership

D. Authoritarian leadership - ACCURATE ANSWERS✔✔ B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

A. Intimate partner violence

B. Unlawful treatment

C. Sexual harassment

D. None, because it's consensual - ACCURATE ANSWERS✔✔ C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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Earning the HRCI PHR certification demonstrates a commitment to professional development and a dedication to staying current with the latest trends and best practices in HR management. It also provides a competitive advantage in the job market, as employers increasingly seek out qualified HR professionals who can contribute to their organizations' success. Additionally, PHR certified professionals are well-positioned to advance in their careers and take on leadership roles in HR departments.

The PHR exam is a computer-based exam that consists of 150 multiple-choice questions. PHR exam is timed, and candidates have 3 hours to complete it. PHR exam is designed to test the candidate's knowledge, skills, and abilities in all areas of human resource management. PHR Exam is challenging, and candidates must be prepared to study and commit time to prepare for it.

What is the duration, language, and format of PHR Certification Exam

- Number of Questions: 150

- Passing score: 80%
- Language: HRCI PHR offered in English (U.S.), Chinese (Simplified), Czech, Dutch, French, German, Hebrew, Italian, Japanese, Korean, Polish, Portuguese (Brazil), Russian, Spanish, and Turkish.
- Format: Multiple choices, multiple answers
- Length of Examination: 3 hours

>> PHR Clear Exam <<

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HRCI Professional in Human Resources Sample Questions (Q32-Q37):

NEW QUESTION # 32
Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Fair Labor Standards Act of 1958
- B. ADEA of 1967
- C. Title VII of the Civil Rights Act of 1964
- D. ADA and Rehabilitation Act of 2008

Answer: C

NEW QUESTION # 33
(Enter the answer as a numeric value.)
An employee's base pay is $20 per hour. They worked 48 hours in one week and received a spot bonus of
$200. Their gross pay for the week is _____.

Answer:

Explanation:
1240
Explanation:
Here's how to calculate:First 40 hours = 40 × $20 = $800Overtime (8 hours at 1.5×) = 8 × $30 = $240Bonus
= $200Total Gross Pay = $800 + $240 + $200 = $1,240Official Extract:"Overtime pay must be calculated at one and one-half times the regular rate for hours worked over 40 in a workweek, plus any bonuses, to determine total gross pay."(Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Wage and Hour Compliance)

NEW QUESTION # 34
You are the HR Professional for your organization and you have been asked to hire a project manager. The average market salary for the project management position, you have available is $87,500. Which one of the following salaries would be indicative of lagging the market?

- A. $87,500
- B. $88,000
- C. $101,000
- D. $79,000

Answer: D

NEW QUESTION # 35

In order to be successful, HR projects require:

- A. That the project demonstrates corporate social responsibility.
- B. Synergies between cross-functional units within the department.
- C. A strong link between the strategic plan and the project.
- D. Limiting the scope and range to show return on investment (ROI).

Answer: C

Explanation:
For HR initiatives to succeed, they must be aligned with the organization's broader strategic goals to ensure relevance, gain executive support, and secure resources.
Official Extract:
"Successful HR initiatives are those that directly support the organization's strategic objectives, ensuring that human capital strategies drive business outcomes." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Strategic Alignment)

NEW QUESTION # 36

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees by job category, ethnicity, race, and gender the organization employs.
- B. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in the organization.
- C. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.
- D. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees the organization employs.

Answer: A

NEW QUESTION # 37

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